Tricia Shields is the VP of Human Resources at Naviant, Inc., a people-first company that prides itself in having a high-performance culture that empowers individuals both personally and professionally. Tricia leads the corporate strategies around Recruitment, Retention and the Development of its employees. Her focus is in far more than discovering talent to add to the team, but in helping to create a culture worth valuing – one that fosters growth and engagement, which has been critical to building Naviant’s exceptional team.

Approaching 20 years of experience, with a decade within the Content Services industry, Tricia has found her passion in not only promoting the Employee Experience, but also within the world of HR automation. Tricia has been able to use her bachelor’s degree in Information Technology, coupled with her love of HR, to highlight the tools and capabilities of the software that has made Naviant so successful. In doing so, she has been able to spend less time focusing on recruitment tracking and process, and more on retention within the organization. It is her belief that although finding good, smart people is important, it is in how you retain extraordinary talent that is the key to creating a culture worthy of an employee’s willingness to not only stay, but to be actively engaged in building something great.